

# BROADCAST AND CABLE EEO RULES AND POLICIES

## New EEO Rules and Policies for Broadcasters and MVPDs

The FCC has established new Equal Employment Opportunity (EEO) rules and policies for broadcasters and has revised its EEO rules for multichannel video programming distributors (MVPDs). (An MVPD may be a cable operator or satellite TV operator that sells multiple channels of video programming.) The rules prohibit discrimination in hiring on the basis of race, color, religion, national origin or gender by broadcasters and MVPDs. They also require broadcasters and MVPDs to provide notice of job vacancies and to undertake additional outreach measures to all qualified job candidates, such as holding job fairs and establishing scholarship programs.

### Details

The FCC rules require broadcasters and MVPDs to:

- widely distribute information concerning each full-time (30 hours or more) job vacancy, except for vacancies that need to be filled in demanding or special circumstances;
- provide notice of each full-time job vacancy to recruitment organizations that request notice; and
- complete two (for broadcast employment units with five to 10 full-time employees or that are located in smaller markets) or four (for employment units with more than 10 full-time employees located in larger markets) longer-term recruitment initiatives within a two-year period. These initiatives can include job fairs, scholarship and internship programs, and other community events designed to inform the public as to employment opportunities in broadcasting.

The EEO rules include record keeping and reporting requirements for broadcasters and MVPDs. The new rules provide limited relief for entities in smaller markets.

The EEO rules will be reviewed and enforced at the time of a broadcaster's license renewal, at mid-term during the license period for larger broadcasters, and through random audits. The public may file comments with the FCC about the outreach programs of broadcasters and MVPDs.



For more information about the new EEO rules and how they will be implemented, contact the FCC's Media Bureau (MB) by calling (202) 418-1450. You can also visit MB's Web site at [www.fcc.gov/mb](http://www.fcc.gov/mb) or e-mail [mbinfo@fcc.gov](mailto:mbinfo@fcc.gov).

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